



# WEA TODAY

www.weatoday.org

February Issue 2007

Washoe Education Association Monthly Newsletter

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## Mark Your Calendar

### February 7th

Nominations Open for delegates to  
NEA Representative Assembly

### February 8th

TACT Committee Meeting  
WEA Office - 4:00 P.M.

### February 14th

Special Ed Committee Meeting  
WEA Office - 4:00 P.M.

### February 19th

President's Day -no school

### February 22nd

MAC Committee Meeting  
WEA Office - 4:00 P.M.

### February 26th

WEA In-Service  
WEA Office - 4:30 - 6:30 P.M.  
"Walk-thrus"

### February 28th

Membership Committee Meeting  
WEA Office - 4:00 P.M.

### Leave of Absence

**Applications are due:**

April 15th

### Master's Equivalency

**Plans are due:**

May 9th for elementary  
May 8th for secondary

## MANY THANKS

to Brian Sanders...owner and operator of Silver State Cleaners located at the corner of McCarran & Prater in Sparks. He helped make the WEA Coat drive a huge success by providing the cleaning at no charge. Please, show him how much we care by bringing your laundry to his shop.

## The Fight For Our Future Continues

*Lynn Warne/WEA President*

As the 2006 session of the Nevada State Legislature begins this month, education funding is once again at center stage. Your lobby team has been meeting since May of last year, developing the lobby plan for our members.

On January 22, we heard Governor Gibbons' refusal to take the advice of the NSEA, superintendents, schools boards, and Department of Education and not fund full day kindergarten for all students, instead opting to continue funding the existing "pilot" program for at-risk students. Additionally, the Governor is proposing taking the money currently used for retirement incentives for at-risk and "needs improvement" schools and for math, science, special education, and ESL teachers and putting it into a pilot program designed after the empowerment school model currently in Edmonton, Canada. There are many details of this program that are not yet understood. The representatives for the Governor's office could not comment on any specific details ..... and that's where the rub is going to come.

As I begin my third legislative session representing you in Carson City, I have learned that many of the issues we hear and read about at the beginning of the session change or disappear by the end of the session.....and many new issues come up during session that are much more serious. Your lobby team is asking important clarifying questions, but at the same time they are remaining focused on our

agenda and message.

An interim study, conducted at the legislature's direction, concluded what we in education have always known – we are not adequately funded. In fact, to be adequately funded, the state would need to spend nearly \$1 billion..... a similar figure to what the school boards and superintendents are asking for in their proposal, iNVEST.

Your lobby team will also be tracking over 300 bills. Additionally, the lobby team remains committed to three main goals – hold secure our basic and legislated rights, such as collective bargaining, secure meaningful salary and benefit increases, and defeat unfavorable proposals such as vouchers.

With your help and support, we can win important victories in the 2007 Legislative Session.

## You Can Help the Lobby Team!

**You can make a difference!** During the 2005 Legislative Session, because of your phone calls, e-mails, and postcards, your lobby team was able to double what the governor had originally proposed for salary increases, eventually securing a 2% and 4% salary increases. This 2007 will be not different! We need to let our elected officials know how important their decisions are to us and our students. We will be asking you again to contact legislators and the lobby team will be counting on you to tell them how you feel about particular issues. Please participate in these legislative activities.

## Contract Corner - Evaluations

*Elaine Lancaster/UniServ Director*

By now, you all should know which domains you are working on, whether you're a major or a minor and have had the first conference with your administrator. If you are on probation, you should have a completed evaluation dated Dec. 1 and Feb. 1. With the last one on April 1st. For a post probationary major, the administrator must do a minimum of 3 formal observations for a minor it is one formal observation. You must have a pre-

observation conference and a post observation conference within 5 days of the observation with written comments. Evaluations cannot be based solely on walk throughs. Your final evaluation must be given to you personally and confidentially. WCSD policy 4117 speaks to all the specifics of the evaluation procedure. Please contact the office immediately if you have questions, concerns or need help with your evaluation

Nominations for delegates to the National Education Association's Representative Assembly will open on February 7th and close at 5:00 p.m. on February 15th. This year NEA RA will be held in Philadelphia - June 30th through July 5th. Delegates are expected to attend all caucus and representative meetings, as well as participate in voting and discussions on issues under consideration by the NEA RA. You can obtain a nomination form by contacting Jeanelle Monk at 828-3026 or through e-mail.

## WEA Scholarships Announced

The WEA Scholarship applications have been sent to all the WEA Reps, high school principals and counselors. There are four scholarships awarded by the WEA on Recognition Day, May 12th. The Marilyn Owen Scholarship in the amount of \$1,000 is given to a student attending a four year academic school. The Ernie Johnson Scholarship, in the amount of \$1,000, is given to a student pursuing a career at a technical school. The Lancaster Scholarship,

in the amount of \$2,000, is given to a student pursuing a career in elementary education. All applicants must be children of WEA members. The last scholarship is the Kathy Powell/Thelma Davila Scholarship, in the amount of \$1,000, is given to a student attending a four year academic school and is of hispanic descent. This student does not need to be a WEA member's child. Please contact Jeanelle Monk at 828-3026 here at the WEA office if you need an application.

## Sabbatical Leave

Applications for sabbatical leave must be submitted by March 1. To qualify for sabbatical, you must have seven consecutive years in the district. No more than 1/2 of 1% of the full-time staff may be on sabbatical during any one year. The

employee will receive 1/2 of their annual salary and must return to the district for at least two years following their return. Article 22.2 of the negotiated agreement has all the details. Please contact the office with any questions.

## Congratulations to the 2006 NBC's!

Nineteen educators have achieved their National Board Certification for 2006.

They are:

*Patty Dickens, Westergard  
Ronnie Geyer, NVHS  
Kay Henjum, Double Diamond  
Phil Kaiser, McQueen  
Susan Kaiser, Pine MS  
Alice Kaskie, Juniper  
Jessica Medulla, Wooster Early Learning Center  
Janey Muccio, Incline MS-  
Rose Rowe, Juniper  
Judy Schott, Verdi  
Jenny Smith, McQueen  
Jacqueline Tibaduiza, Sparks HS  
Lauren Torvinen, Wooster  
Jacqueline Vineis, Melton  
Julie Wakefield, McQueen  
Mary Wilson, Taylor  
Trina Woelfke, Wooster  
Robin Zibull, A. Smith and  
Denise Kolton, Brown.*

The WEA and the WCSD are planning a reception in their honor March 29th at the UNR College of Education.

*Congratulations to everyone!*

## Special Education Corner

*Spec. Ed. Committee Chair/Rachel Gates*

Ask the Special Education Teacher: *What is the difference between an accommodation and a modification?* The key difference between accommodations and modifications has to do with learning expectations. Accommodations help some students lessen their disabilities' effects, but they don't reduce learning expectations. Modifications do change or lower students' learning expectations. If you consistently use modifications, you can increase the gap between your disabled students' achievement and grade-level expectations.

*From IDEA Compliance Alert*

# Bargaining Season About To Begin

*Virginia Doran/Executive Director*

Included in this issue, you will find a bargaining survey that the WEA team & board of directors are requesting members complete. The survey will also be available on the website - [www.weatoday.org](http://www.weatoday.org). We are requesting that you supply your name and school in case there are clarifying questions that we may have regarding your responses.

NRS delineates the areas that are mandatory subjects of bargaining. For those areas that are not listed, the District does not have to bargain. In order to clarify your specific thoughts regarding a subject matter that you may wish to add to our negotiated agreement, we are providing the list of mandatory subjects:

Salary, sick leave, vacation leave, holidays, other paid or non-paid leaves of absences, insurance

benefits, total hours of employee workday or workweek, total number of days work required by an employee in a work year, discharge or disciplinary procedures, recognition clause, method to classify employees, deduction of dues, protection of employees from discrimination because of participation in recognized employee organizations, no-strike provision, grievance and arbitration procedures, general savings clause, duration of agreement, safety of employee, teacher preparation time, materials and supplies for classroom, policy for transfer & reassignment of teachers, and procedures for reduction of workforce.

While the legislature is also beginning at the same time, we would be remiss not to mention that no matter what the legislature does, we still have the obligation to

negotiate the wages, compensation, insurance benefits and all other issues that require the expenditure of funds. The majority of the funds received by the WCSD, are locally generated funds and NOT from the State.

During the process of establishing the 2007-08 budget for the WCSD, the WEA is heavily involved on the District level committee structure as well as attending WCSD Board of Trustees meetings. We have staff and elected leaders who attend both state legislative committee meetings and board of trustee meetings. We will send updated information through our building rep structure.

Please take the time to complete the survey and return it to the WEA by February 23rd. In our next issue we will provide more detail of the bargaining process and time lines.

## BARGAINING SURVEY

Name \_\_\_\_\_

School \_\_\_\_\_

In preparation for the beginning of the bargaining process, we are distributing this survey to all members. We urge you to take the time to respond and return to the WEA Office. The survey results will be compiled and shared with the members at a later date and will be the basis upon which the bargaining team develops the strategy and issues to be discussed at the table.

We have included a variety of questions to gather your opinion and ranking of issues that face you every day as well as an opportunity to provide comments. Please take this opportunity to give us your thoughts.

The bargaining team thanks you in advance for your participation:

Lynn Warne, President, Ken Buhrmann, Vice President (high school), Jessica Medulla (spec ed), Fran McGregor (elem), Ben Tucker (middle school), Elaine Lancaster (UniServ Director), and Virginia Doran (chief negotiator).

PLEASE RANK THE SET OF STATEMENTS THAT FOLLOW:

5 Strongly Agree

4 Somewhat Agree

3 Agree

2 Somewhat disagree

1 Strongly disagree

1. Personal leave days should be accumulated from year to year when not used. \_\_\_\_\_
2. Additional personal leave days should be granted as an incentive for using less than 10 sick days in a school year. \_\_\_\_\_



3. Currently personal leave days (except for 1 day) are deducted from sick leave. Employees should be granted personal days (without being deducted from sick leave) when it is for personal business that cannot be conducted outside of the regular contract day. \_\_\_\_\_
4. Currently, upon separation employees are paid 25% of their daily rate of pay for up to 190 sick days. Employees should be paid for a higher number of accumulated sick days. \_\_\_\_\_
5. Accumulated sick leave shall be paid at a higher rate than the current 25% of the daily rate of pay. \_\_\_\_\_
6. Currently, employees' vehicles are not covered for damage that occurs on the school property. When an employee's vehicle has been damaged on school property, the WCSD shall be responsible for the cost of the repairs (not submitted to the employee's insurance). \_\_\_\_\_
7. Employees shall be compensated (rate of \$30/hour) for hours worked beyond the contract day. \_\_\_\_\_
8. Employees shall be compensated at \$30/hour for all additional duties performed for the District whether that be training, remedial instruction, or other duties. \_\_\_\_\_
9. Employees shall be provided comp time for the accumulated hours worked beyond the contract day that have been directed or required by the administrator, superintendent, state or federal law. \_\_\_\_\_
10. ESIP (Early Separation Incentive Program) shall continue as it is presently provided. Employees with 20+years of service receive 30% of their salary to be used for the purchase of service or in a lump sum payment when separating. \_\_\_\_\_
11. ESIP (Early Separation Incentive Program) shall be offered to all employees with less than 30 years of PERS credit. Should an employee stay beyond 30 years, the employee will receive an additional 8% of their salary every year that they work beyond the 30 years (making them ineligible after 30 years of ESIP). \_\_\_\_\_
12. Currently, the limit of those approved for ESIP(Early Separation Incentive Program) is approximately 35 (due to a financial cap). ESIP shall be provided for at least 50 employees every year (rather than the fiscal cap that currently exists). \_\_\_\_\_
13. Employees shall be granted the option of being paid twice a month. \_\_\_\_\_
14. Employees shall be paid twice a month. \_\_\_\_\_
15. Letters of Admonition shall be removed one year from the date of placement into an employee's file (state law permits up to 3 years). \_\_\_\_\_
16. Continue to work to decrease dependent care insurance premium. \_\_\_\_\_

While many of the proposals that are brought to the table commit the expenditure of funds, as an employee please rank your preference for your top three priorities:

- \_\_\_\_\_ Salary
- \_\_\_\_\_ Improvement of the last column on the pay scale to an equivalent of a PhD or EdD
- \_\_\_\_\_ ESIP
- \_\_\_\_\_ Sick Leave Buyout
- \_\_\_\_\_ Reducing the number of years of experience before reaching the top of the salary schedule
- \_\_\_\_\_ Develop pilot program at selected sites to work with different compensation models
- \_\_\_\_\_ Compensation for non-contract hours
- \_\_\_\_\_ Provide incentives for the recruitment of "hard-to-fill" positions (shortage of HQ educators in the subject or grade level)
- \_\_\_\_\_ Provide incentives to attract and retain educators at "at-risk" schools

We thank you for your time and effort in providing your bargaining team with this information. Please complete the comment portion for any further thoughts you would like to share.

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# Counselor's Connection

## *Shaw Middle School Receives ASCA Award*

*Mary Hausauer/School Counselor*

The American School Counselor Association (ASCA) has given Shaw Middle School the RAMP designation which is awarded to schools who align with the guidelines set in "The ASCA National Model: A Framework for School Counseling." RAMP recipients are identified as schools committed to delivering a comprehensive, data-driven school counseling program.

Vicky Warner-Huggins, Debbie Smith and Cindy Raymond, school

counselors at Shaw, worked closely with their school's administrators to meet the criteria. Only thirty schools in the country have received this award since its inception in 2004. Shaw is the only school in Nevada to have received the designation.

"We decided that we wanted to consciously set up a developmental school counseling program that involved aligning our objectives with those in the national school model. We received a lot of support from our principal Dave Fullenwinder who

allowed us to let go of job duties that are not specifically school counselor responsibilities," stated Warner-Huggins. "We don't have to work on the master schedule, do lunch duty, or run 504 meetings. This has freed us to work closely with our teams (each counselor has two teams) and focus on enrichment programs and presenting the national school guidance curriculum. We have worked closely with an advisory committee to achieve our goals."

This framework has provided time to look closely at standardized test scores, red cells in the Annual Yearly Progress report and plan intervention activities.

Warner-Huggins added, Receiving this award does validate that the ASCA model really provides a great framework for our school counseling program. The process forced us to really evaluate how to use our time effectively."

For more information on the ASCA RAMP award or the national school guidance model, check out the website [www.schoolcounselor.org](http://www.schoolcounselor.org).

# Nurse's Notes

## *Over-the-Counter Drugs / Abuse Where You Least Expect It*

*Sharon Freier/School Nurse*

Think that drug abuse among teens is limited to illegal substances like marijuana and club drugs such as Ecstasy? Think again. If you're like most parents, you're probably not aware that a number of over-the-counter (OTC) products can potentially be abused by teens looking to get high. It's important to educate yourself about the potential abuse of consumer products found right in your home.

One category of products sometimes abused by teenagers few parents know about is cough and cold remedies. The OTC medications available in your local pharmacy, supermarket or convenience store are safe and effective when used as directed. But some youth are drawn to an ingredient found in nearly half of these medications called dextromethorphan, or DXM. When taken in excessive doses, DXM can produce a high or cause psychoactive effects.

**What is dextromethorphan or DXM?** Dextromethorphan is a cough-suppressing ingredient in a variety of cold and cough medications. It is found in more than 125 OTC products and comes in various forms, most commonly in cough suppressants, caplet or liquid form. (Robitussin DM is an example).

**What does dextromethorphan do?** Depending on the dose, DXM's effects vary. Misuse of the drug creates both depressant and mild hallucinogenic effects. Users report a set of distinct dose-dependent "plateaus" ranging from a mild stimulant effect with distorted visual perceptions at low doses to a sense of complete dissociation from one's body. A number of adverse effects may include: euphoria, impaired judgment and mental performance, loss of coordination, dizziness, nausea, hot flashes, dissociation, and hallucinations.

**How can I tell if my child is abusing dextromethorphan?** You should be concerned if you notice that your child is taking excessive amounts of a cold and flu remedy; if he or she continues to take medicine even after symptoms have subsided; if cough and cold medications seem to disappear from the medicine cabinet or if you find packages of cough and cold preparations in your child's room or backpack, he or she may be abusing the product.

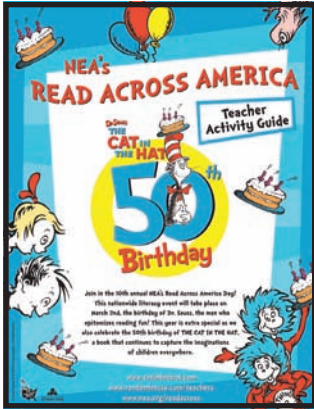
**What else can I do?** A few basic preventative steps that you can take to help your child understand the importance of using OTC medications responsibly and help discourage

abuse of dextromethorphan.

- Talk to your child. Speak with your children often about the importance of carefully following directions on the labels of all OTC medications.
- But be aware if your child is using cough and cold medications outside of cold and flu season or if he or she continues to self-medicate after symptoms have subsided.
- Check your home. Take a quick inventory of all consumer products kept in your home. Be aware of the products in your medicine cabinet, and ask questions if you notice that any products are used frequently or disappear.

*Source: Scientific information provided by The National Institute on Drug Abuse*

# The Cat in the Hat turns 50!!



Dr. Seuss' birthady is March the 2nd and we'll be celebrating Read Across America during the entire month. The Cat and the Grinch are both 50 years old this year. You can have the Cat visit your class by contacting Elaine Lancaster on groupwise or at 828-3025. We'll draw for two schools on Feb 7th who will get a visit, bookmarks,

stickers and balloons on March 2nd. The Saturn dealer on Kietzke will have posters for any educator's classroom which turn into the stovepipe striped cat hat. All you need to do is show your access membership card. You can also go on [nea.org](http://nea.org) to get lots of ideas and things to buy. Hope to see you in March!!

## SSSNAKES ALIVE!

Wilbur D. May Museum proudly presents SSSnakes Alive! a traveling exhibit by Wonderworks-USA, March 3 to June 6, 2007. With live snakes, a twenty-five foot long crawl through model snake with organs and skeleton, a swinging bridge suspended over a pit of venomous snakes, hands-on activities, Rattlesnake Canyon, beautiful dioramas, Mace Loftus animal handler extraordinaire, and guided tours. Group rates are \$4.50 per person. Tours are available March 3-June 6 with school groups welcome Tuesday-Friday @ 9:30, 10:30, 11:30, 12:30, 1:30 4:00. The Museum has limited subsidies (\$1.00 discount) available for at-risk students who qualify under low income guidelines and will be disseminated on first come basis. Please contact the Museum at 785-5961 or e-mail [ddonaldson@washoecounty.us](mailto:ddonaldson@washoecounty.us) for reservations or more information. Free teacher preview will be held on Thursday, March 1 from 3pm-7pm. Please RSVP to the Museum 785-5961 if you plan to attend.

## Welcome New Members

Ronald Eayrs • Wooster  
Elizabeth McMahon • Damonte Ranch  
Monica Ehlen • Mitchell  
Lisbeth Garrisi • School Nurse  
Dawn Adams • Pine  
Amanda Caldwell • Traner  
Meaghan Fuller • Lemmon Valley  
Shanna Pearson • Sparks HS  
Troy Thomas • Spanish Springs ES  
Summer Sprenger • Palmer  
Celina Haase • Beasley  
Robert Nicholson • Traner  
Jillian Fruhwirth • McQueen  
Dyann Hardy • Lincoln Park  
Marell Kemp • Towles  
Carole Beard • Donner Springs  
Summer Ulich • GT  
Danya Bellamy • Double Diamond  
Tamara Rampton • Pine

## Discount Ski Lift Tickets

To purchase tickets come by the WEA office  
Monday - Friday 8:30 to 4:30.



WASHOE EDUCATION ASSOCIATION

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Ken Buhrmann	Vice-President
Virginia Doran	Executive Director
Elaine Lancaster	UniServ Director



Susan Pittman	Production Artist
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WEA Today is published nine times per year to inform, educate and entertain the members of Washoe Education Association. We urge readers to write letters to the editor on matters of concern. Letters should be mailed to WEA Today Editor at 1890 Donald Street, Reno, NV. 89502. All letters must be signed and include phone number; however, anonymity will be granted if deemed necessary. We reserve the right to edit for length or libelous comments. It would be appreciated if letters were typed, but neatly handwritten copies are accepted.

### Advertising

Size and rate information is available by contacting the Editor at (775) 828-9282. Acceptance of advertising is at the sole discretion of WEA and staff. We reserve the right to refuse advertising not deemed appropriate for this publication.

## WEA SWEATS AVAILABLE

For those who want to be in style and show support for the organization, now is the time to contact the office and order your sweats. In keeping with our first WEA golf shirts, the sweatshirts and pants are available in black. The hooded and non-hooded sweatshirts are embroidered with the WEA logo. The pants have pockets, but are not embroidered (they match the sweatshirts).

You may place your order through your building rep or by calling Jeanelle Monk (WEA office manager) at 828-3026. We will take orders through February 15th.

### Non-hooded sweatshirt:

Sm-xlarge...\$13  
2X...\$15.60  
3X...\$17.50

### Hooded sweatshirt:

Sm.-xlarge...\$24  
2X...\$27.50  
3X...\$30

### Sweat pants:

Sm-xlarge...\$16  
2X...\$17.50  
3X...\$21